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**LETTER OF RECOMMENDATION
FOR KONDRAD KUŁAKOWSKI MSc**

May 31, 2001

To Whom It May Concern:

I have known Kondrad Kułakowski for 7 months. In November 2000 he joined Bot.Net in Krakow as a Senior Engineer. First, he was responsible for design and implementation an Internet payment component of the Bot.Net platform. Then he design and implemented a system for monitoring different activates on the Internet or an intranet. The system enables to build patterns of ideal behavior of the monitored activity using ontology and rules of action when the actual situation differs from an ideal one.

During his work he had a chance to deepen his experience in UML based software design and development of software for the Windows platform. He also had chance to learnt, from its very beginning, the Microsoft .Net Framework.

He quickly gets interested in his projects and is always deeply involved in them. He has excellent analytical sills and is very creative. He is able to work both independently or as a member of a team.

In my opinion he is a truly exceptional candidate for a Senior Software Engineer/Architect position to be involved in any complex novel project. If you have any further queries, please do not hesitate to contact me.

A handwritten signature in dark ink, appearing to read "Andrzej Uszok", is written over a horizontal line.

Andrzej Uszok Ph.D., VP Development
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